

	<h1>Information Bulletin</h1>	
	Topographic Engineering Center <i>U.S. Army 1999 Research & Development Organization of the Year</i>	March 30, 2000 Number 00-12

OFFICIAL

Commander's Column

I recently received comments, through the Commander's Mailbox, from a team member with concerns about the approach we are taking to form the ERDC organization.

First, let me assure you all that I am very aware of the frustration involved in making this organization work. Daily, I deal with four sites, eight laboratories, nine separate operating cultures, one ERDC headquarters, and one USACE headquarters – and attempt to integrate them all for the betterment of the Army.

If you read in that statement that I thought our R&D organization was sub-optimized, you're right. In a world of decreasing resources, shortened timelines, and harder, more complex technical problems that must be solved, our old organization would not succeed. Indeed, at our open house at CRREL last month, I mentioned that we have submitted seven Unfunded Requirements (UFR) **as an ERDC**. Each of them needs the full participation of more than one laboratory to compete. In the past, we would not submit a UFR and we could not compete. More of the work we do in the future will be this way – and to successfully propose and execute this work requires that we **MUST** work in an integrated manner. Hence, the ERDC.

Our goal, our objective, is to serve our principal customer – the Army. The ERDC will do so much better as an integrated organization rather than four sites and eight labs working independently. The ERDC organization is the right organization for the future.

Are there inefficiencies that need to be addressed? Yes. Do we need to communicate better across lab and support staff lines? Definitely.

Let's look at the support staff. Support staff size has decreased by 74 people in the last 3-1/2 years, from 359 in September 1996 to 285 as of February 2000. We have consolidated like functions where possible and taken advantage of our virtual organization.

Yes, there are growing pains associated with new ways of doing business. Some things didn't work out as well as we had planned. Lack of communication played a big part in an appearance that we were not very efficient, but we are working hard to overcome that.

This is a good organizational structure and both the support and technical staffs need to understand this different way to conduct business. Need RM help? You can contact RM at CRREL, TEC, or Vicksburg and get assistance. This goes for all support functions. Unfortunately, we didn't communicate this well to the technical and support staffs.

Support staffs are visiting all laboratories to talk about lab issues and to become more customer-oriented. We are encouraging horizontal communication at all levels to ensure the technical staffs feel they are being served. If you feel you are not getting the level of support

needed in an area, please contact that support chief, Mr. Joe Roberto, or LTC Bill Loven and ask for assistance. We cannot fix the problem unless it is brought to our attention.

We have also been reviewing all of our business processes to bring commonality across the sites and labs. In this review, I added a requirement to look at all laws and regulations that govern our actions to ensure that we are in compliance with all applicable directives. Frankly, this has caused us to add steps because we have, in some cases, not done what we were supposed to do.

As we get further along and understand more of what we have created, we will make changes to streamline our operations, to make us more efficient, and to ensure compliance with the laws and regulations that govern our actions.

I have mentioned in previous articles and at town hall meetings that I believe we will be in the midst of major change five years from now. We are in a period of time where change must become part of our culture. We do not have the luxury of being complacent with our organization, our processes, our work, or our customers. If we are complacent, we run the risk of no longer being relevant to the Army.

I am coming to the end of my command with this organization and change is on my horizon -- as it will continue to be for each of you. My advice to all ERDC team members is to accept the concept of change and continue your support to this organization. We will never again be what we once were – but with your help, we can be better.

Travel update

Here is the current schedule for approving travel in CEFMS:

27-31 Mar	Betty O'Donnell	603 646-4355
03-07 Apr	Vicki Ray	601 643-2378
10-14 Apr	Betty O'Donnell	
17-21 Apr	Vicki Ray	
24-28 Apr	Betty O'Donnell	

As always, if you have a question please contact your local Travel Specialist. In the event she is not available you may contact any ERDC Travel Specialist. (Terri Norman, Team Leader, Travel Section (217) 373-6708)

Commander's mailbox

ERDC team members are reminded that an electronic mailbox has been established to allow employees to send questions and/or comments to the Commander. If an employee wishes to remain anonymous, his or her name will be deleted from the question before it is forwarded to the Commander for comment. Employees' questions will be answered via return e-mail. Answers to anonymous and frequently asked questions will be posted in the Employee Information Bulletin.

The address in Outlook is, "ERDC Commander." Again, all information is kept strictly confidential and all questions are addressed directly by the Commander.

ERDC publications on Internet

The ERDC Publication Bulletin serves as the official notification of new ERDC forms and publication, as well as rescissions or changes to existing forms or publications. As of Sept. 10, 1999, ERDC official publications ceased to be printed (i.e., Center Regulations, Circulars, Pamphlets, or Commander's Policy Memoranda). All ERDC official publications are now distributed in electronic format on the ERDC web site located at <http://erdc.usace.army.mil/pubs/index.htm>.

Open Announcements:

Contract Specialist
GS-1102-12

Contracts Office

Open: March 10, 2000
Closes: April 10, 2000

Senior Management Positions in Research and Development

Director

Engineer Research and Development Center

Location: Vicksburg, Miss.

Technical leader for eight Corps research laboratories in four dispersed locations. Responsible for a staff of 2,100, a research program of more than \$430 million, and more than \$1.2 billion in facilities and equipment. Leads innovative research efforts in coastal and hydraulic engineering, construction materials and methods, topographic engineering, cold region effects, structural and geotechnical engineering, environmental quality, and information technology.

Director

Construction Engineering Research Laboratory

Location: Champaign, Ill.

Leads 325 engineers, scientists and support personnel in providing improved structures, materials and management methods for military installations and training facilities. Also provides research products to improve environmental quality at military installations.

Director

Topographic Engineering Center

Location: Alexandria, Va.

Leads 310 professionals engaged in innovative research to develop and exploit topographic, geodetic and space-related technologies for large-scale civilian projects and for targeting systems, battlefield information, and terrain systems in the military arena.

Director

Environmental Laboratory

Location: Vicksburg, Miss.

Leads diverse engineering and scientific staff of more than 375 in such research areas as wetlands, dredging, endangered species, environmental cleanup, nuisance species, water quality, and natural resource management.

More specific details on the missions, research capabilities, equipment, staff, projects, and programs of the above research organizations can be obtained at <http://www.erd.c.usace.army.mil/>. These are Senior Executive Service positions with salaries ranging from \$113,000 to \$130,000.

For information on how to apply for any of these positions, <http://www.usajobs.opm.gov/> and click on the Senior Executive Service area, or contact Mr. Tom Peters at (202) 761-1763. (U.S. Citizenship Required - Equal Opportunity Employer)

FOR THE DIRECTOR

JACKIE L. BRYANT
Public Affairs Office

U N O F F I C I A L

Classifieds

A time-share rental is available May 5-12, 2000 at Chalet High in Basye Va. (Near Skyline Drive, Skyline Caverns and Luray Caverns). The three-story townhouse is right on an 18 hole golf course (deck overlooks the sixth green), sleeps six, two bathrooms, all kitchen appliances/utensils, washer/dryer, two TVs, VCR, telephone, Jacuzzi, steam room, golfing, fishing horseback riding, restaurant on premises, winery and antiques shops. Cost: \$500. Contact Diane Roles at 428-6606 or ICOM 2415.

Blood Drive

The next Blood Drive is scheduled for April 21.